GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – Industries & Commerce Department – Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 – Constitution of a Internal Committee under Section 4 (1) of the Act in Industries & Commerce Department – Orders – Issued.

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INDUSTRIES AND COMMERCE (OP) DEPARTMENT

G.O.Rt.No. **104** Date:**31/05/2024.**

Read the following:

1. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Reddressal) Act, 2013
2. G.O.Rt.No.94, Ind. & Com. (OP) Dept., dt.21.03.2018.
3. U.O.note No. 2438656/A1/SU.I/2024, GA(SU.I) Dept., dt.24.05.2024.

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ORDER:

In the reference 1st read above, the Ministry of Women and Child Development, Government of India, New Delhi while enclosing the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has stated that, it is mandatory to constitute "Internal Committee" (IC) as per Section 4 (1) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act,2013.

2. Basing on the above, an "Internal Complaints Committee" was constituted vide G.O. 2nd read above in Industries & Commerce Department and the time period of the said committee was lapsed.

3. Now, in the reference 3rd read above, the General Administration (SU.I) Department, as per the orders of the Hon'ble Supreme Court of India, dated 12.05.2023, in Civil Appeal No.2482 of 2014, has requested to constitute the Internal Complaints Committees immediately under Section-4(1) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and ensure that they function effectively and furnish annual reports as per Section-21(1) of the Act to the employer.

4. In complying with the instructions in the reference 3rd read above, Government hereby re-constitute an "Internal Complaints Committees" under Section-4(1) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to receive complaints on sexual Harassment of Women in Industries & Commerce Department with the following members:

1	Smt. D. Rama Devi, Joint Secretary to Government Industries & Commerce Department, A.P. Secretariat	Presiding Officer
2	Smt. M. Rajeswari, Assistant Secretary to Government Industries & Commerce Department, A.P. Secretariat	Member – Convener

3	Smt. D. Dhana Lakshmi Section Officer, Industries & Commerce Department, A.P. Secretariat	Member
4	Smt.D.Vijaya Kumari, Asst. Section Officer, Industries & Commerce Department, A.P. Secretariat	Member

5. The Presiding Officer and the Member of the Internal Complaints Committee shall hold office for such a period, not exceeding three years from the date of their nomination or a new Committee is constituted by the employer, as may be required.

6. The Presiding Officer or any Member of the Internal Committee shall be removed from the Committee when:

(a) Contravenes the provisions of Section-16; or
(b) has been convicted for an offense or an inquiry into an offense under any law for the time being in force is pending against her; or
(c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against her; or
(d) has so abused her position as to render her continuance in office prejudicial to the public interest.

7. The vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

8. The Internal Committee shall act as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) act, 2013 and Rules.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

N YUVARAJ IAS
SECRETARY TO GOVERNMENT

To
The Presiding officer & Members of the Committee.
Copy to:-
The W.C.D.A&S.C.(OP) Department.
The General Administration (SU.I) Department, A.P. Secretariat.
The P.S to Secretary to Government & CIP, Ind. & Com. Dept.
The PS to Secy. to Govt. (M&G) Ind. & Com. Dept.
The PS to Secy. to Govt. (H&T),Ind. & Com. Dept.
The PS to Prl.Secretary to Govt., (Sugar), Ind. & Com. Dept.,
The Joint Secretary to Government, Ind. & Com. Dept.
The Assistant Secretary to Government, Ind. & Com. Dept.
All the Section Officers, Ind. & Com. Dept.
SF/SCs.

//FORWARDED BY: ORDER//

SECTION OFFICER